

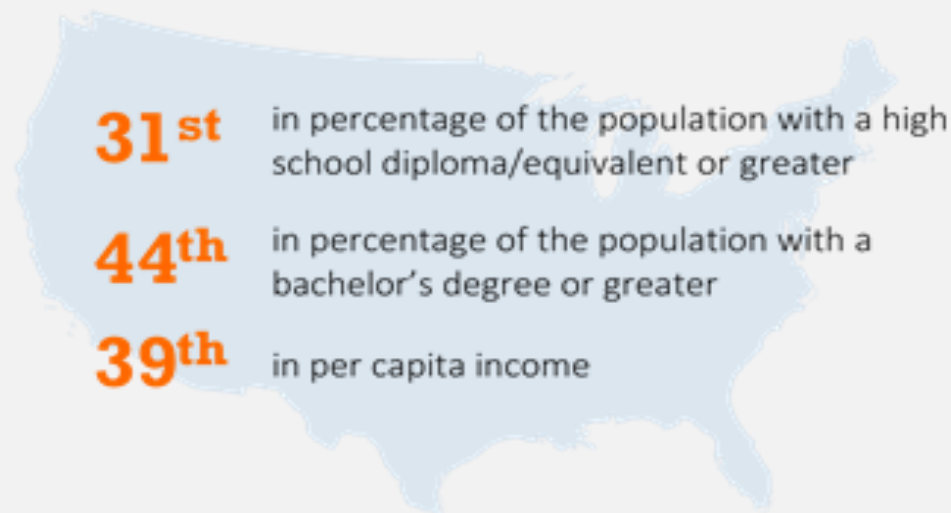
Certificates~Back to Basics: Works Councils, Technical Education, and Postsecondary Opportunities

IYI 2014 Postsecondary Counseling Institute
June 19, 2014

Agenda

- * The Challenge Facing Indiana's Workforce Today
- * Align, Engage, Advance: The Indiana Career Council's Response
- * Impact of Regional Works Councils
- * Unpacking Quality Workforce Credentials

In the nation, Indiana ranks...



And, our systems are failing many Hoosiers...

At Indiana's public colleges, completion rates of full-time students are concerning:

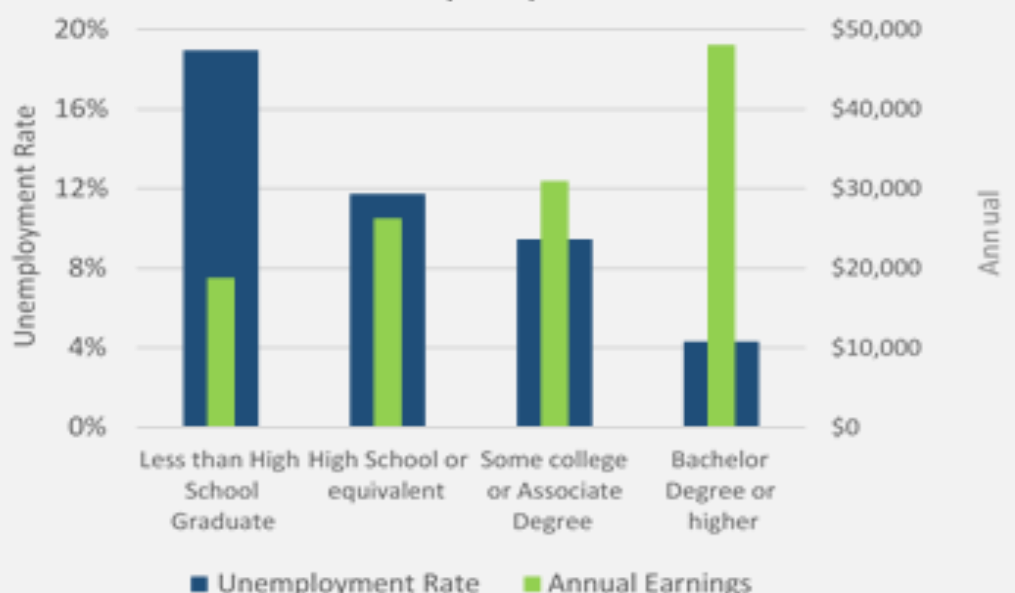
Public Two-Year Colleges

| | |
|---------------------------------|-------|
| Complete within two years..... | 5.1% |
| African American students..... | 1.2% |
| Hispanic students..... | 3.6% |
| Complete within four years..... | 16.4% |
| Complete within six years..... | 20.3% |
| African American students..... | 14.2% |
| Hispanic students..... | 25.9% |

Public Four-Year Colleges

| | |
|---------------------------------|-------|
| Complete within four years..... | 29.5% |
| African American students..... | 10.8% |
| Hispanic students..... | 19.1% |
| Complete within six years..... | 52.5% |

Unemployment Rate and Annual Earnings by Education (2012)



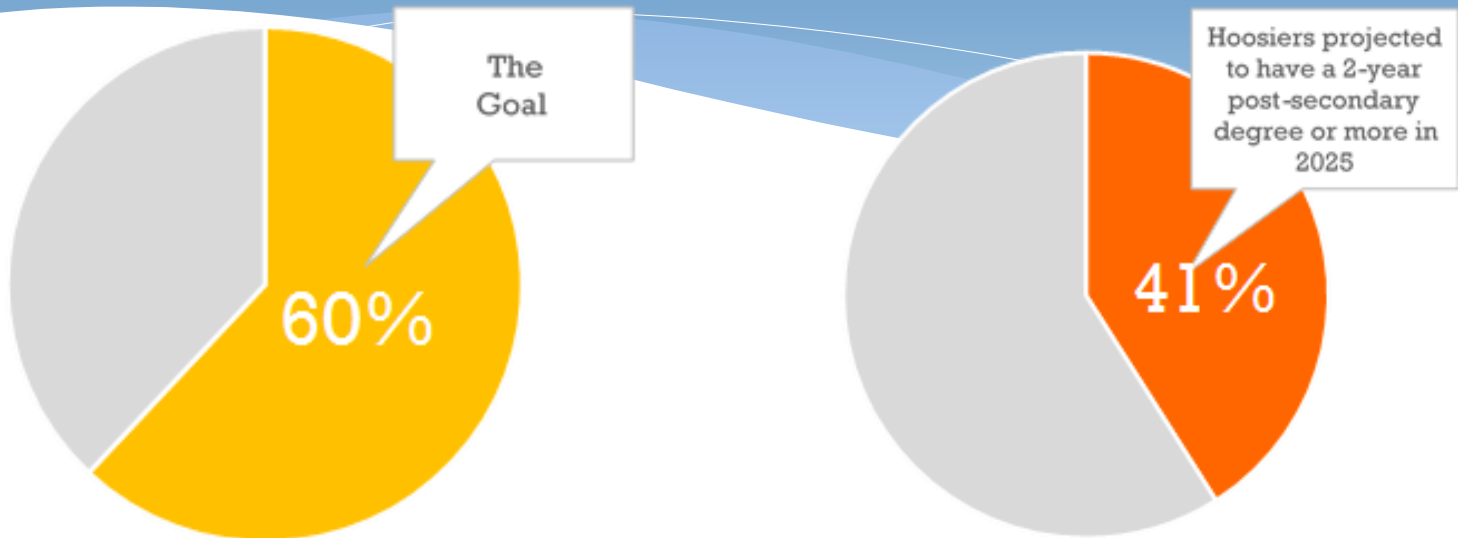
Sources: US Census Bureau, 2012 American Community Survey; US Bureau of Economic Analysis, 2013; Indiana Commission for Higher Education; Indiana Department of Workforce Development

The Goal

60%

of Indiana's workforce will have the
postsecondary knowledge, skills, and
credentials demanded within Indiana's
economy by 2025

The Gap



Hoosier workforce with a post-secondary credential or above...



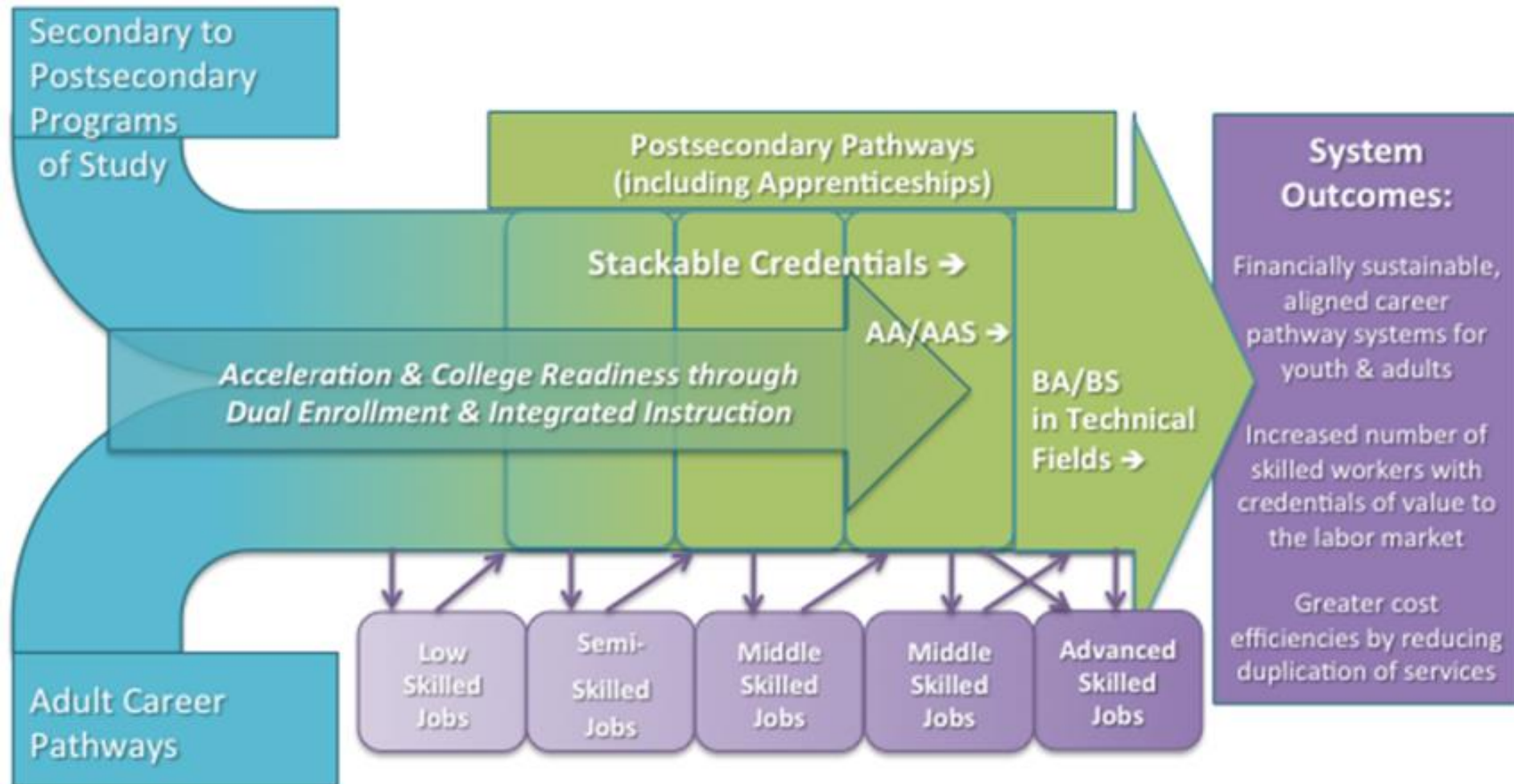
Success in the New Economy

- * Video outlining one individual's view of the change in culture that needs to occur around career readiness.
- * <http://vimeo.com/67277269>

Align, Engage, Advance: *5 Objectives*

- * Provide a seamless system of partners that provides worker-centric and student-centric services.
- * Link career pathways to Indiana high-wage, high-demand careers for students and workers across K-12, postsecondary, and adult systems.
- * Increase the number of students and adults who attain postsecondary skill certifications and degrees.
- * Elevate the importance of work-and-learn models.
- * Adopt a data-driven, sector-based approach that directly aligns education and training with the needs of Indiana's regional economies.

Objective 2: Link career pathways to Indiana high-wage, high-demand careers for students and workers across the K-12, post-secondary, and adult systems



Career Pathways Strategies

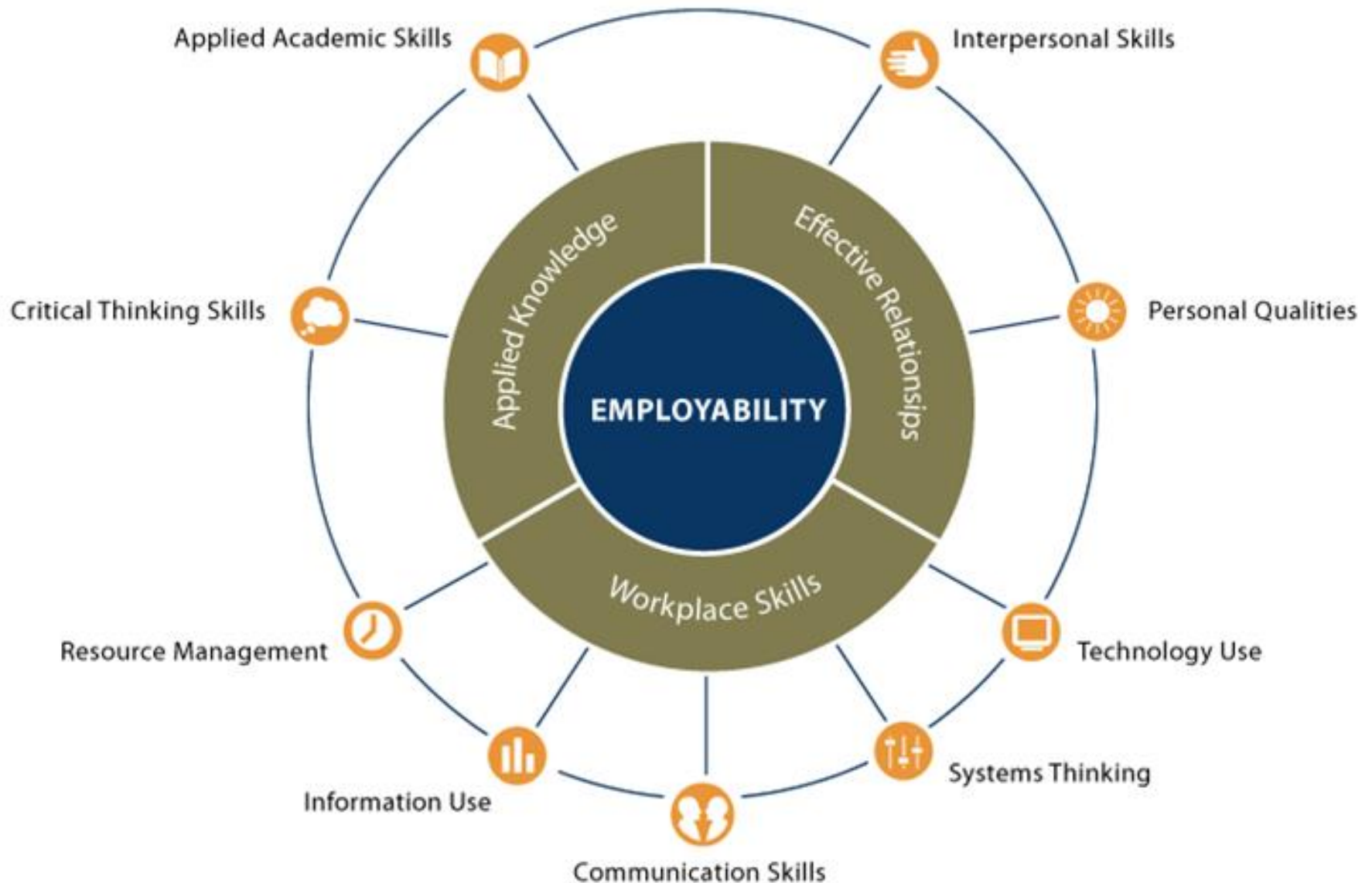
Improve the foundational and career/technical skills of Indiana's students and workforce

Expand the career education component across all grades K-12, post-secondary, and workforce

Ensure that students and workers at all levels throughout Indiana are provided with meaningful career counseling and career preparation

Provide incentives for all partners to participate in a system to provide meaningful career education at all levels for all students

Employability Skills Framework



Indiana Works Councils

“Every student deserves the same opportunity for success, whether they want to go to college or start their career right out of high school. This is not about a Plan A and a Plan B – this is about two Plan A’s. It advances the principle that all honest work is honorable work.”

-Governor Mike Pence

Indiana Works Councils

- Appointments announced September 18, 2013
- Industry/business leaders represent at least half of Councils
- Other appointees: secondary, postsecondary, economic development, workforce development and community partners
- www.in.gov/ceci



Indiana Works Councils

- * Evaluation Reports (www.in.gov/ceci/irwc/2346.htm)
 - * Evaluated CTE opportunities within each region
- * Five Themes:
 - * Understanding employers' needs
 - * Creating more awareness about CTE opportunities in schools
 - * Building employability skills into curriculum
 - * Examining how well industry requirements for STEM knowledge align with high school diploma requirements
 - * Existing innovative curriculum

Indiana Works Councils Today

- * Works Councils 2014 Goals
 - * Community understands “two plan A’s” message
 - * CTE and other career training aligns with high-value regional employment needs
 - * Growth and alignment of sector partnerships
- * Outcome Measures Development
- * Ensuring access to Technical Assistance

CTE Awareness Grant Themes

Guidance
Counselor
Academies and
hands-on training

Industry tours for
students, parents,
guidance
counselors

Engaging summer
camps

Regional media
and marketing
campaigns

Outreach liaisons
(connecting
industry and
education)

Innovative Curriculum Grants

Innovation does not necessarily require new concepts, but it does necessitate thinking in novel ways. Much of the literature around innovation discusses the concept of the "adjacent possible," which posits that innovation is an iterative process. New ideas emerge from exploring connections and making changes in meaningful ways. In education, multiple silos have existed independent of one another for decades. Innovation occurs in making those connections and creatively addressing calls for progress.

CTE ROI Study and Core 40 Subcommittee

ROI Study

- Recent engagement meeting (June 18th)
- Analysis due on August 1

Core 40 Subcommittee

- Inaugural meeting (June 10th)
- Review of all diploma requirements

Unpacking Quality Workforce Credentials

- * What Options Exist?
- * Hoosier Hot 50
- * WorkINDiana
- * Additional Resources

What Options Exist?



Certificates (issued by training provider to show completion of a sequence of courses)

Industry-recognized certification (usually involves a 3rd-party test)

Apprenticeship (mixture of classroom and on-the-job training)

On-the-job training

HOOSIER HOT 50

- * www.hoosierhot50.com
 - * Jobs that require less than associate's degree
- | | |
|--|--------------------------------------|
| * 7: Plumber | * 31: Dental Assistant |
| * 9: Operating Engineer | * 37: Industrial Machinery Mechanic |
| * 17: Truck Driver | * 46: Cement Mason/Concrete Finisher |
| * 19: Manufacturing sales representative | * 47: Boilermaker |
| * 21: HVAC Technician | * 48: Cement Mason/Block Mason |
| * 22: Electrician | |
| * 24: Licensed Practical Nurse | |

WorkIndiana Career Certifications

Health Care

- *Certified Nurse Aide (CNA)*
- *Emergency Medical Technician (EMT)*
- *Expanded Duties Dental Assistant (LRC)*
- Home Health Aide (HHA)
- Medical Assistant (CCMA†)
- *Medical Coder (CPC)*
- Patient Access (CHAA)
- *Pharmacy Technician (C.Ph.T.)*
- *Phlebotomy Technician (CPT† or PBT†)*

Business Administration & Support

- *Admin Assistant (IC3 or MOS)*
- Bookkeeper (Quick Books†)
- Customer Service Representative (TSIA CSP-1†)

Information Technology:

- *Computer Support Specialist (CompTIA A+ or CompTIA Security+, or CompTIA Network†)*
- Electronics Technician (EST or CET)

Advanced Manufacturing

- *CNC Operator (CNC)*
- Electronics Technician (CETa†)
- *Entry Welder (AWS)*
- *Heating and Cooling Technician (EPA 608)*
- *Production Worker (MSSC CPT)*
- Underground Coal Mining (MSHA 502)

Transportation and Logistics

- *Automotive Service Technician (ASE)*
- *Laborers and Material Movers (MSSC CLA)*
- Laborers and Material Movers + Forklift Driving (MSSC CLA+Forklift)
- Truck Driver, Heavy and Tractor Trailer (CDL-A)
- Truck Driver, Light and Tractor Trailer (CDL-B)

Hospitality

- *Hospitality Staff (START)*

-Aligned with Career & Technical Education
-Certifications count as course credits at ITCC

Additional Resources

- * **WorkINdiana Occupational Flyers**
- * **Apprenticeships**
 - * www.topnotch.org
 - * <http://www.abcindianakentucky.org/>
- * **Commission for Higher Education ROI Reports**
- * **IndianaCareerExplorer.org**
- * **IndianaSkills.com**
- * **INTraining**
 - * www.in.gov/dwd/intraining
 - * Search for certification training

Questions?



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